

Operation Bold Bridge Continues: Selling Two-Year Tours



Command Call

Question: I think the civilian public we work with would be more impressed if recruiters wore their ribbons on their green uniform shirts. When we don't wear the blouse with ribbons, we don't really advertise that we are "Army". But there are times when the blouse isn't comfortable or appropriate for the occasion. Can we get an exception to DA policy to wear our ribbons on the green shirt as we used to do with the old khaki summer uniforms?

Maj. Gen. Ono: You have a good point. Wearing a uniform that the public recognizes gets you instant attention. But I don't think putting ribbons on the green shirt will solve the problem. For one thing, the shirt's material won't hold up to the weight of the ribbon carrier. Eventually it will create large holes in the fabric and could tear it. Take another look at the blouse. Just like people who wear a suit jacket to work, it is OK to remove it in informal situations or after you've gone inside a building. If you're at a DEP barbecue, wear your BDUs. They won't be your everyday uniform, but they can be worn when the occasion is right. And they certainly say "Army".

Question: I'm a detailed recruiter and my chain of command won't allow me to attend a non-USAREC course I need to qualify for promotion. Shouldn't something be done to help out people like me whose careers are suffering because we were picked to be recruiters?

CSM Abner: Yes, we are doing something. DA's promotion board members are told to disregard your missing training if you're a detailed recruiter.



They understand that the demands of USAREC's mission and the training you receive in this Command (the recruiter course, station commander course, etc.) will always prevent us from sending you to other schools. Rather than hurting your career, recruiting could be helping it. USAREC NCOs continue to post a higher promotion rate than their non-recruiting peers. If you're selected for a school while in recruiting, you'll attend it TDY enroute to your next assignment.

Question: Why doesn't the S09 report

reflect the same data for all the services? The Navy gets double credit in certain specialties.

Maj. Gen. Ono: Actually, the report *does* reflect the same information for all the services, because it counts contracts or accessions by social security number. The Navy Recruiting Command confirms this is true. But they do have an incentive program — similar to our Program 300 — that gives extra credit to recruiters who sign up quality prospects.

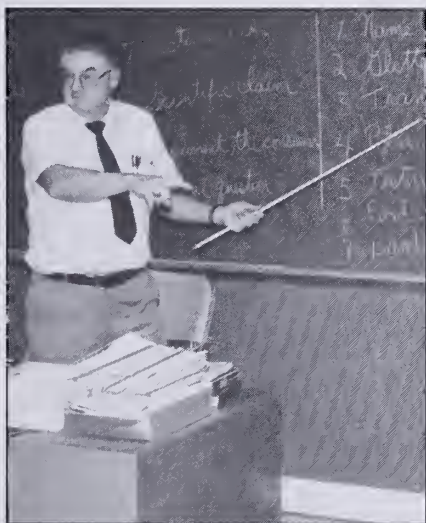
The *Recruiter Journal* solicits your comments and questions for the Commanding General and the Command Sergeant Major. Please send them to: United States Army Recruiting Command, ATTN: Recruiter Journal, Building 103, Ft. Sheridan, IL 60037-6020. Or call: (312) 926-3918 or (FTS) 459-3918.

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recruiter JOURNAL

The Army's recruiting professional magazine since 1919

VOLUME 39

NUMBER 3

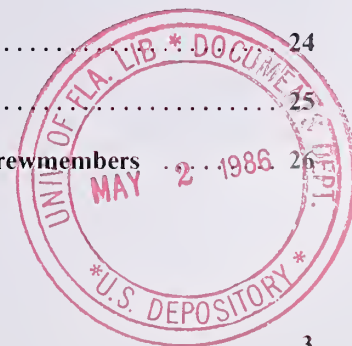
APRIL 1986

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USAREC Today

Portland stations take on MILPO roles

A new program is being tested in the Portland Battalion to provide military families who live away from Army installations with the kind of assistance they are used to receiving as post residents.

The Hometown Assistance Center Program is designed to provide various types of administrative and referral assistance to all active duty, Reserve, National Guard and retired personnel and their family members from all Portland recruiting stations.

This program provides assistance to those individuals not located within a reasonable distance from a military installation where these services are normally available.

It is anticipated that most of the assistance provided will relate to pay problems, obtaining ID cards, leave extensions or

travel requests, information about medical care, legal advice, processing of compassionate reassignments, AWOL returnees, and employment counseling.

Referrals to the American Red Cross, Army Emergency Relief, and Army Community Services office will also be provided.

The initial test program began in March in the Portland Battalion. Selected recruiting stations are providing referral assistance using a manual system of information retrieval.

Using the same stations from the initial test, a transition to an automated system is scheduled to begin in August. Depending upon the results of the test and the availability of resources, expansion of this program throughout USAREC could begin in the summer of 1987. □

recruiter JOURNAL

the Army's official personnel magazine since 1919

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SUBMISSIONS AND SUBSCRIPTIONS:

Material submitted for publication is subject to staff editing. Byline credit will be given all articles and photographs published.

DEADLINE - Photos and articles due first of each month three months prior to publication.

Phone: Commercial: (312) 926-3918
Autovon: 459-3918

Published monthly by the Office, Chief Public Affairs, U.S. Army Recruiting Command as a medium for the active exchange of ideas among persons involved in recruitment for the United States Army. Use of funds for printing of this publication was approved by the Secretary of the Army on 19 February 1985 in accordance with the provisions of AR310-1. Views and opinions are not necessarily those of the Department of the Army. Items of interest should be mailed to **Commander, U.S. Army Recruiting Command, ATTN: Editor, Recruiter Journal, Ft. Sheridan, Ill. 60037-6020**. Second class postage paid at Highland Park, Ill., and additional mailing offices.

Recruiter Journal (USPS 305-870)

Thanks, Sarge!



Pvt. 2 James Drayton

"I was from an Army family. My father is retired. My brother is with the Rangers in Fort Lewis, Wash.

"The reason I selected the IIB MOS is because I know that sooner or later I want to become a Ranger, and you have to be an 11 Bravo before you can start that. I thought about it and I found out that 11 Bravo is shipping out all over the world right now. So, now I'm off to Germany. Three weeks from today I'll be there.

"When I get back, I'll look up my recruiter. That's SSgt. Peter Chadwick in Bloomington, Ind. He was very honest with me and that's what I appreciate. He said, 'You'll get real tired, and you'll get mad, but sometime during the course you'll begin to feel better about yourself and you'll get a sense of accomplishment.' He was telling the truth.

"Some people my age just hang out all the time. One day is just the same as the next. Here, you have something to look forward to each day. Maybe you'll learn a new skill, learn a new weapons system; whatever you do is challenging.

"My recruiter helped me make up my mind to go four years instead of three. The cash bonus was a factor.

"My name is Pvt. 2 James Drayton and I'm 17 years old. I'm from Bloomington, Ind., and I just want to tell Sergeant Chadwick, 'Thank you for helping me get started.' "

□

Soldiers Get Promotion Help

Revisions in the promotion requirements for sergeants and staff sergeants should be a real boon to soldiers who put extra effort into their on-duty work and

their off-duty studies.

By the first of July this year, all soldiers recommended for promotion to staff sergeant must be graduates of the primary leadership development course. By the March 1, 1987, only soldiers who possess a high school diploma (or its equivalent) will be recommended for promotion to sergeant.

Perhaps the most significant change for young soldiers, though, is the Army's decision to promote qualified corporals and specialists four in the secondary zone to sergeant after only 18 months in service. Previously, a promotion to sergeant from the secondary zone required a soldier to have 24 months of service.

□

Recruiting Lingo

FAE (Field Account Executive) —

An employee of the Army's advertising agency, N.W. Ayer Inc., who assists battalion and brigade commanders in the purchase of advertising space from local newspapers, radio or television stations, on billboards, etc.

HBA (Health Benefits Advisor) —

A member of the battalion's staff who has been assigned the additional duty of providing information about CHAMPUS and the Uniformed Services direct medical care system. This individual also assists beneficiaries and sponsors by ensuring they receive their full benefits under these two systems.

IRR (Individual Ready Reserve) —

Primarily composed of members of the Army Reserve who are not assigned to a regular Reserve training unit. Members of this group may be ordered to active duty during a national emergency. Otherwise, IRR members do not normally attend regular drills.

ISR (In-Service Recruiter) —

A Reserve recruiter on active duty located at an Army installation who: (1) convinces regular Army soldiers to reenlist for RA duty, (2) processes RA soldiers for transfer into Reserve duty or into the IRR, or (3) refers RA soldiers to the National Guard.

JRAC (Joint Recruiting Advertising Committee) —

Each of the military service's advertising directors participate in this group which coordinates joint advertising projects. They are also responsible for controlling advertising by one service that places another service(s) in an unfavorable light.

OSUT (One Station Unit Training) —

Certain Army military occupational specialties (primarily combat arms) conduct a combined basic and advanced individual training course. A recruit in this program undergoes the training at one post; remaining with the same training company throughout the length of the program.

SMP (Simultaneous Membership Program) —

A program which allows a ROTC cadet to simultaneously serve as a member of a Reserve unit. Upon graduation and commissioning, the individual's time spent in the USAR unit counts for pay, promotion and retirement purposes. More importantly, he or she has gained skills and experience in serving with real Army units prior to commissioning. □

(The preceding information was derived from USAREC Pamphlet 310-3, "Terminology and Definitions.")

New Health Plans Tested

Family members of soldiers assigned to USAREC are currently participating in a Health Maintenance Organization test program.

This program is designed to test the feasibility, advantages and disadvantages of enrolling CHAMPUS beneficiaries in prepaid health plans.

HMOs provide total health-care services for an annual fee which is usually paid by the employer.

The test sites for this program are: Minneapolis, Minn., Houston, Texas, and Portland, Ore. It is being administered by the Office of Civilian Health and Medical Program of the Uniformed Services, or OCHAMPUS, as it is commonly called.

Because so many of our recruiters are assigned away from military medical treatment facilities, and because HMOs have proven their ability to provide low-cost, quality medical care, expansion of this service throughout the command is being pursued.

Family members participating in this test are very satisfied with the quality of the medical care and with the program's low cost.

Upon completion of these tests, decisions will be made about offering HMO coverage in other areas as an option to CHAMPUS coverage based on the overall cost effectiveness of this program.

Contracting Policy Changes

USAREC's policy for contracting trainers or speakers from private industry has changed.

According to a recent message released by USAREC, trainers/speakers contracted for conferences, symposia or seminars from private industry must now have prior approval from headquarters USAREC, the message says.

Currently, the command policy allows procurement of trainers/speakers from private industry. Due to the increase of contract costs and a cut in USAREC's budget, any request for exception to policy will require the commanding general's approval and should be submitted to headquarters USAREC before any contracts can be awarded.

USAREC's rationale behind the change of policy is: The Army has speakers with the expertise needed to provide brigades and battalions with excellent presentations which offer the Recruiting Command's story, and we should make maximum use of our own resources.

This policy will be valid until incorporated into USAREC Regulation 37-14 or one year from Nov. 12, 1985, the message said. □

Army OK's Repayment Extension

Soldiers drawing advance pay for a permanent change of station move will now have up to 24 months to repay money borrowed to move overseas or to high cost areas in the United States.

The repayment period for moves to non-high cost areas within the United States was extended to 12 months.

The new ruling does not change the amount that can be borrowed which is up to three months net pay. And advances are only permitted for soldiers moving their household belongings at government expense. □

DIAGNOSTIC TEST ANSWERS

April 1986

1. a, Reference: USAREC Reg 350-6, chap 8, para 8-2a
2. c, Reference: USAREC Reg 350-6, chap 8, para 8-2b
3. c, Reference: USAREC Reg 350-6, chap 8, para 8-3
4. b, Reference: USAREC Reg 350-6, chap 8, para 8-6
5. d, Reference: USAREC Reg 350-6, chap 8, para 8-3b
6. b, Reference: USAREC Reg 350-6, chap 8, para 8-3d
7. b, Reference: USAREC Reg 601-51
8. a, Reference: AR 601-210, chap 9, Option 9-26
9. a, Reference: USAREC Reg 350-6, chap 8, para 8-7a
10. b, Reference: USAREC Reg 350-6, chap 8, para 8-7b
11. d, Reference: USAREC Reg 350-6, Figure 15-4
12. a, Reference: USAREC Reg 350-6, para 15-6d
13. b, Reference: USAREC Reg 350-6, Figure 15-3
14. a, Reference: USAREC Reg 350-6, chap 9, para 9-2e
15. d, Reference: USAREC Reg 350-6, chap 8, para 8-4c
16. b, Reference: USAREC Reg 350-6, chap 9, para 9-5c
17. a, Reference: USAREC Reg 350-6, chap 8, para 8-1
18. b, Reference: USAREC Reg 350-6, chap 8, para 8-2c
19. d, Reference: AR 601-210, chap 9, Option 9-26
20. a, Reference: USAREC 621-85-2, Table 3



Sell the Two-Year Option

*SFC Gene L. Tumbarello
HQ USAREC*

One of the most desirable enlistment options for young men and women today is the two-year option. For years now, this enlistment option has been attracting men and women who feel that a short enlistment period is all that they want to bargain for when it comes to buying the opportunities that accompany a hitch in the military.

As a field recruiter, it always amazed me when I visited my high school, that freshmen and sophomores would approach me and say, "I hear that I can join the Army when I'm 17 and retire at age 37." I would confirm their beliefs and tell them to keep this in mind as they approached their senior year of high school.

It never failed though, that when I contacted these same students later their idea of an enlistment had changed considerably. Their questions concerning length of an enlistment in return for the benefits they would receive were typical for high school seniors. "Can't I enlist for six months or one year?"

The same would hold true for jobs. At one time, several years ago, a young man came to me and told me that he wanted to drive a truck. Not just any truck, though. He wanted to drive a large rig; the type that you could drive across the country. I remember him saying, "I want to join the Army and drive a large truck, so I can become a big rig driver."

I replied by saying, "Fine, but that's a four-year enlistment." He immediately asked if he could drive a smaller truck. "Sure, we can probably fix you up with a 2½ ton for a three-year enlistment."

He then asked, "How about just a jeep?"

Seriously though, each individual has a point at which he will agree to enlist, and it may be that the two-year enlistment is just what he is looking for. It is the option that offers "maximum return on investment."

Members of today's market can consider the two-year enlistment a better bargain when compared to the two-year option offered years ago. One reason it's better today is that there are 60 military occupational specialties available with the new two-year option. Today, many young men and women enlist for the two-year option for the educational incentives. The New Army College Fund enables them to attend college or vocational school upon completion of their short stint in the Army.

Another reason this option is so

appealing is the fact that many young men and women feel they need a break from school in order to put their goals into perspective. A two-year enlistment is a hiatus from the routine of twelve years of school, and it's an opportunity to experience some adventure — two years of an adventure that will be remembered for a lifetime.

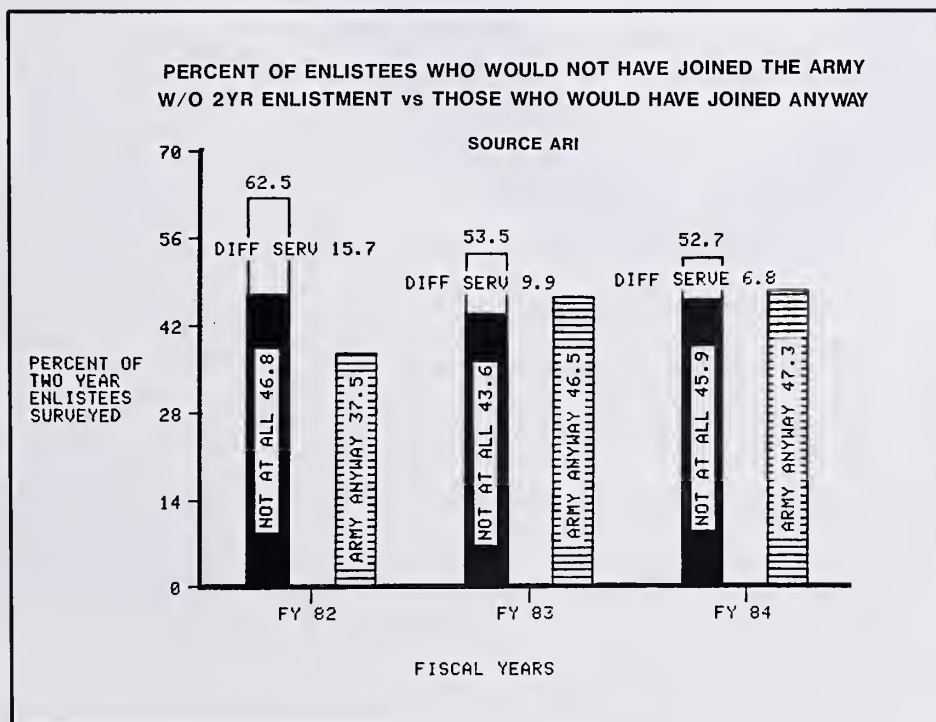
At the same time, recruits earn benefits that will help them achieve their goals. The two-year enlistment option for these bright, energetic, and ambitious young men and women is one of the best things that can come their way.

Not only is the two-year enlistment option desirable to a large portion of our market; it is one of the best options for attracting those individuals who would not have otherwise enlisted in any branch of service. Realizing that activity breeds activity, consider how many enlistments are obtained by attracting young men and women with this option. High school seniors and graduates who enlist in the Army for this option have a tendency to influence many of their friends to do the

same. A great number of the two-year enlistees return to their civilian communities and have a positive influence on many of their friends and can be cultivated as centers of influence. Therefore, the two-year enlistment option is one of your greatest selling tools.

The Army also feels it is one of their best options. Studies show that soldiers who enlist for two-years have fewer disciplinary problems and lower attrition rates. These factors help save the Army money, which makes the two-year option cost effective.

Since our competition is getting tougher, you should tell all high school seniors and graduates with qualifying ASVAB scores about the two-year option. You should always highlight the other benefits that the Army offers such as the New Army College Fund and a greater selection of training opportunities to choose from when talking about the two-year option. So hone up on your product knowledge, become an expert on the two-year enlistment option, and you'll corner the market. □



ZERO DEP LOSS

*DEP loss is frustrating
but it need not be
defeating because
there are a number
of ways to prevent it*

I imagine your commander telling you that this year you must contract 100 people but that you're only going to get credit for 50.

Would you get angry? Complain to the IG? Put in a PCS request?

Don't bother, because the fault for that kind of mission doesn't belong to your commander. It belongs to you.

It's true. Last fiscal year, 9,945 individuals who had signed enlistment contracts never left for basic training. In recruiting terminology, they are called Delayed Entry Program losses. In a recruiter's words, they are called "weeks — maybe months — of wasted effort."

DEP loss is frustrating but it need not be defeating because there are a number of ways to prevent it. Here's some ways recruiters are handling it.

PERSONAL CONTACT

"Show your DEP members they are individuals — not numbers," says Capt. Tony Dodson, Yakima (Wash.) company commander. "Face to face contact every month shows recruiters care enough to keep their DEPPers interested and informed about the Army," says Dodson.

It is imperative that the recruiter meet with each DEP member within 72 hours following enlistment. This meeting is to explain what being in the DEP means. The recruiter should emphasize the importance of keeping in good physical condition and of staying in good standing with both the law and the school he attends.

The timing of this first meeting is crucial. "DEP members' enthusiasm is highest immediately after enlistment," says Capt. Johnny Pierce, Fort Wayne company, Indianapolis battalion. "Recruiters should take advantage of this enthusiasm and pump them up about how great it is to be a member of the DEP program."

Success in the DEP program also means getting company commanders involved. Recruiters must do more than simply encourage the members to participate in their DEP programs.

The Columbia recruiting battalion finds that keeping track of DEPPers' enthusiasm for their enlistment is a key to warding off drop-outs. The battalion uses a color coding system to ensure no one is lost. A green DEP is a strong member; a yellow means "needs work"; red is an alert for a potential loss; and black means there is a DEP loss which has to be made up.

"Our company commanders are required to check personally with each DEPper who is below the green code," says Maj. Fredrick R. Zeier, executive officer of the battalion.

If a DEPper looks like a potential loss, the commander reports it to the battalion headquarters so it can be put into the next month's mission box. "If a DEP loss had not been projected, the company commanders are required to write an extensive report explaining why that loss was not projected," says Zeier.

The Fort Wayne company commander also enlists the aid of local VIP's to add prestige to their programs. "A mayor in our area sends letters congratulating all new members of the DEP program," says Pierce. "This letter helps to reinforce the member's commitment to the Army."

"We encourage our DEPPers to join their school newspaper staff and to write articles," says Pierce. "This lets students read about the Army from a peer's standpoint."

BE MILITARY

Successful DEP programs also guarantee that DEP members never forget that they have entered an organization in which self-discipline and an individual's conduct directly affects the operations of the Army team.

"My DEPs address me as sergeant and I call them by their last names. I want them to feel like they are a part of the Army the second they enter the DEP," says Boyd.

Renton (Wash.) station commander, SFC Boyd Davis, requires his recruiters to hold drill meetings on the first and third Saturday of each month. The "drills" help the recruiters stay in touch with the DEP members. The DEP members stay excited about the Army and learn drill ceremony, as well as other Army subjects, which gives them a headstart during basic training. Recruiters teach the classes and DEPPers serve as assistant instructors.

THE DEPPER'S PART

The reasons for DEP loss in the Army are varied, however, recruiters cite law violations as a major cause. "Recruiters can never stress enough the importance of Army Reg 601-210 (Regular Army and Army Reserve Enlistment Program)," says Dodson. "It's their responsibility not to have trouble with the law. They must be informed that they could lose their enlistment options if convicted of any wrong doing," he says.

Recruiters can minimize DEP loss and have a good start toward eliminating losses entirely by keeping a DEP program active.

"Too many recruiters allow their DEPs to sit around and do nothing. Then, when it comes time to report, they are no longer interested," says MSgt. Richard Wood, station commander course instructor at Fort Benjamin Harrison, Ind. "A successful recruiter pumps his DEPs for referrals and keeps them active."

And there are plenty of ways to keep your DEP members active. All you need is a little imagination. To get you started, here are some ways other recruiters have prevented DEP losses:

- Encourage your DEPPers to work for accelerated promotions by providing you referrals.

- Establish regular times when they must "report in" to the recruiting station. When they do, check their weight (if they were close to standards), sign them up for DEP functions, and set up an appointment to see them again soon.

- Keep a bulletin board in the station to track the progress of some of your recent enlistees. Make sure you use "before" and "after" photos. Put your DEPPers in charge of updating it.

- If you make trips to nearby Army posts — even if you're only going to use the commissary — take them along.

- Invite their parents to DEP functions.

- If your DEPPers live in remote areas, drop them a letter every other week and keep in touch by phone, too.

- Use your slide and talk kits and the RSC exhibits to keep them interested. Both have programs specifically designed for DEP members.

- Let them share in your proud moments. Invite them to promotions and awards ceremonies.

- Have them help out at a COI function. They'll feel like they're part of the Army team and they can serve as powerful influencers of the educators you are trying to persuade.

The tendency for many recruiters is to say, "He's already signed the contract. Now, I've got to worry about making mission box *this* month." But taking a DEPper for granted can only cause you more work and worry later on.

Stay in touch with your DEPPers. Let them feel they are "Army" already. Keep them active in the program.

And start taking credit for every prospect you enlist. □

How to make yourself welcomed as a recruiter in the high school

Tips from a Massachusetts educator who has worked successfully with recruiters in the classroom for over 30 years

Timothy J. Lynch

Is it possible to actually become an invited guest at your local high school? Over the past 30 years, recruiters have helped me present a wide variety of programs in the classroom.

What does it take to get involved? Do you have something to offer beyond posters and pens? You probably have a unique experience, skill or hobby that could be used to supplement the sometimes-boring, bookish material still used in many classes. It's mostly a matter of letting the right people know that you are available and being willing to gear your presentation toward a particular class. Most department heads know the SOP, and are interested in new programs. If given both specific written and oral details they will pass them to the right teacher.

The following programs have been the most recent (usually successful) presentations that have been used in our school:

Salesmanship or Professional Propaganda Agent

(English, Business, Social Studies Classes)

Groups that deal with psychology and the business world would be happy to have a trained person make a presentation that would demonstrate selling and propaganda techniques. The class textbook can be used as a guide for details on techniques. The recruiter benefits not only from good public relations but also gets an opportunity to leave material for future analysis.

During the customary rhetorical question period, questions such as, "If you don't have the money or even the desire to go to college next year, what could you do that would be better than taking advantage of Army opportunities?", may motivate a few inquiries.

It should be emphasized that propaganda is not necessarily negative and should be viewed as an organized effort toward gaining support for an opinion or course of action.



SSgt. Robert Cox, Army recruiter, showing historic Army posters before giving recruiting talk. In background, Instructor Timothy J. Lynch points to technique "transfer" listed on blackboard.

Land Navigation — Orienteering (Math and Geography Classes)

Classes in the suburbs with room to navigate would be interested in putting their students through a land navigations, surveying, or orienteering course that would require the use of scale maps and compass to navigate around the building or through a designated course. Certificates of successful completion can be awarded, and later recorded in the local paper along with a picture of Sgt. Magellan presenting the certificates.

World Traveler (Social Studies — English)

A letter and a call to the local high school department head stating your availability to speak, show slides, poster and artifacts from your last exotic tour of Korea, Okinawa, or even Columbus, Ga., can put you into many social studies classes. Geography teachers especially like the opportunity to depart from the place-name, latitude-longitude program. If you can make a general presentation and avoid a litany of military units, repeat performances are possible.

All or Nothing Reasoning (English or Psychology Classes)

Two speakers with opposing views are invited to speak on "Education After Graduation." The class must listen carefully to determine in what areas speakers agree. The Army recruiter presents the benefits of training, travel and earning funds for future education. A local college recruiter stresses college through loans, scholarships, grants and part-time work. The class decides the areas of agreement.

ASVAB and Statistics (Math, Business, and Psychology)

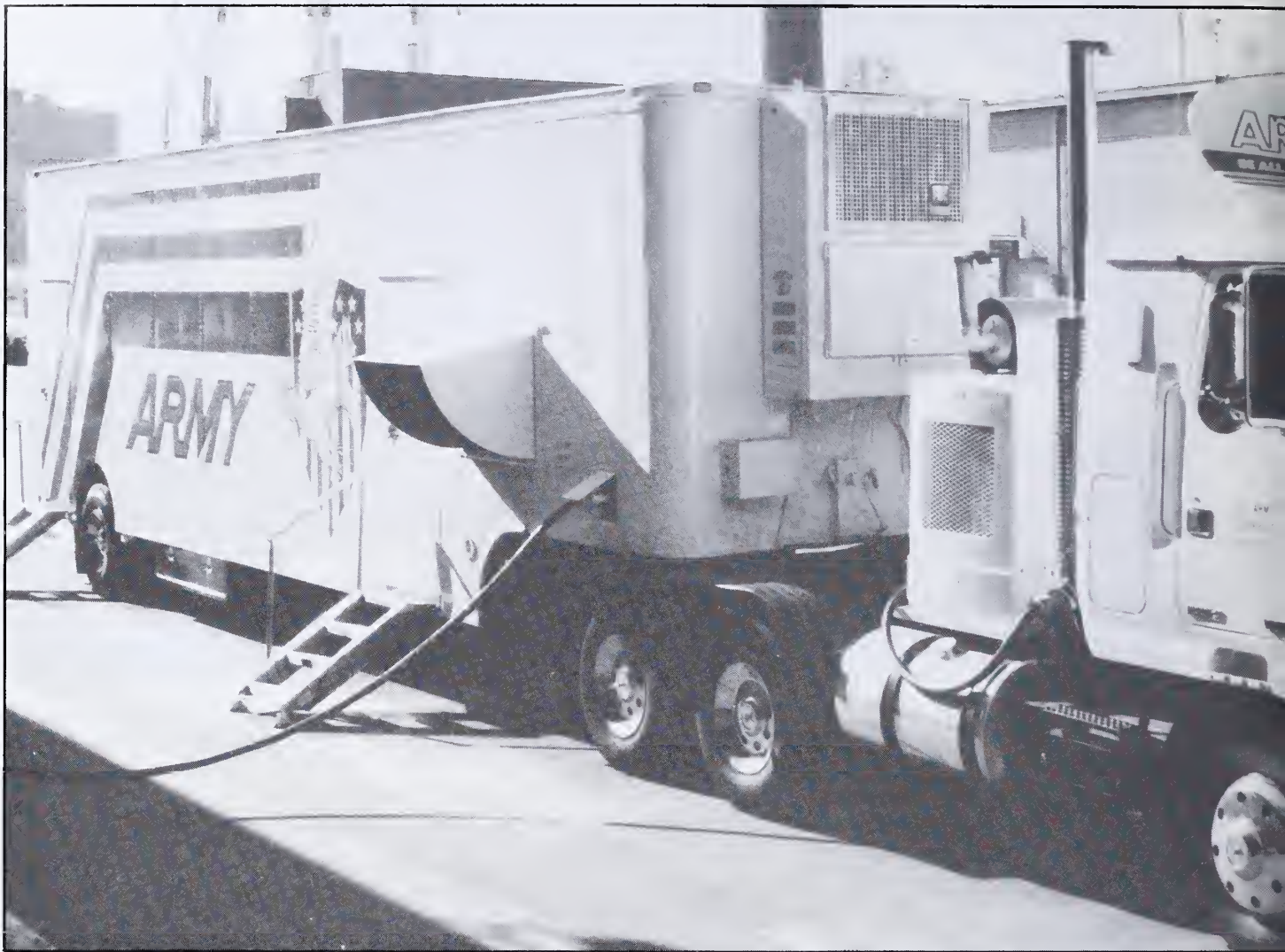
Many guidance departments do a great job getting students to participate in ASVAB testing. Not all follow through with a realistic analysis that lets the student know the meaning of percentile, mean and medians. With a little brushing up, most recruiters could give an ASVAB review that would include simple statistics to cover the program and benefit the student.

Drug and Alcohol Abuse

All classes could benefit from a realistic drug and alcohol abuse program. With so many organizations offering presentations in this area, the competition is great. A very successful, unique and dynamic three-day, Army-sponsored presentation by a counselor was completed by over 300 junior and seniors. Most signed up for the official certificate of completion. It was also great public relations until Sgt. Crude, the then-local recruiter, "forgot" to process the certificates. (They were later found in an empty locker at a nearby high school after the sergeant rolled a few doughnuts and left for greener pastures.) His replacement had a wide credibility gap to close.

All of the above helped our recruiter become well-established and known by the students. The most successful followed up these programs and were visible at other school events. The other short-timers followed Sgt. Crude into the hinterland. □

Mr. Lynch is a member of the Springfield, Mass., High School faculty.



The Recruiting Support Command's newest touring exhibit shown at its unveiling.





Army.

Force of the Future.

*The Support Command's
newest touring exhibit
brings high-tech to
your high schools.*



Your prospect owned his first pocket calculator in the third grade, he mastered "Space Invaders" before he turned 10, and "BASIC Programming" was a prerequisite for high school graduation.

Now what was it you wanted to tell him about the "high-tech" Army?

If this young person sounds like a hard-sell about the Army's rapid modernization, take heart, help is on the way.

The Recruiting Support Command's newest traveling exhibit has been designed to impress even the most experienced adolescent computer hacker. "Army. Force of the Future." is a unique walk-through exhibit created to appeal most to high school audiences who are interested in the newest technology available.

Viewers enter the "Force of the Future" van through an "Impression Chamber" in which backlit transparencies of the Army's high-tech equipment and sharp-looking soldiers flash on and off and a taped narrator tells the story of high-tech and the Army. A video monitor also displays adapted versions of the national TV commercials, "The Alpha Team" and "Apache."

Next, they proceed into the "Consultation Area" which features a diorama of Army land and air equipment, with models of the M-1 tank, Bradley Fighting Vehicle, Improved Hawk Missile, Cobra and Apache helicopters. This area also houses a JOIN system with a 19-inch monitor which recruiters use to illustrate specific high MOSs. ◇

The van is also equipped with an exterior two-projector slide show which is presented when a fold-down cover/hood is raised on the side of the van. Since the van can accommodate no more than eight viewers at a time, the exterior slide show helps to keep their interest until they can enter.

PLANNING FOR THE VAN

Before the van arrives at your school or fair site, check to make sure it will have a

hard, level, non-grass surface on which to park. The van's generator is noisy and produces gas fumes while it runs, so make sure it is not set up next to classroom areas.

The recruiter responsible for the exhibit should be contacted by an RSC exhibitor at least two weeks prior to the event. Follow-up contact, as needed, will take place after that.

The RSC suggests recruiters drive the route the van will use to check for bridge and underpass clearance, short turns, and

restricted roadways.

Be sure to have RPIs on hand. The new RPI #260, "Army. Force of the Future", which was printed in March 1985, is a great tie-in with this exhibit.

Most of all, be sure a recruiter is present at all times when the exhibit is open. Two RSC recruiters travel with the exhibit, but when the van leaves town, so will they. You'll want to be there yourself to meet your prospects and collect your leads. □

Van Facts

- | | |
|---|---|
| ● Height: 13 feet, 6 inches | ● Electrical: Own generator; can hook up to 220 volt, single phase outlet. |
| ● Length (w/tractor):
54 feet | |
| ● Width: 8 feet | |
| ● Overhead clearance:
13 feet, 8 inches | ● Set-up time: 30 minutes (2-man team) |
| ● Weight limits for road:
30 tons | ● Average time in exhibit:
Eight minutes |
| ● Number of parking spaces: 8-10 | ● Maximum viewers in van:
eight |



SALUTES

RECRUITER RINGS

ALBANY

SSgt. Anthony L. Booker

BALT/WASH

SFC Marshall T. Reams

DES MOINES

SFC Winfield E. Erickson

HARRISBURG

SSgt. Patricia A. Moore

SFC Donald E. Page

LOS ANGELES

Jessie A. Brown

MINNEAPOLIS

SFC David Larson

NASHVILLE

SFC Audley Anderson II

OMAHA

SFC Jerry W. McCracken

SALT LAKE CITY

SFC Norman L. Poppe

SEATTLE

SFC James J. Lowe

ST. LOUIS

SFC Carol Ann White

SYRACUSE

SFC Robert A. Bertram

Mr. Daniel Connolly

SFC Kenneth Diaz

GOLD BADGES

ALBANY

SSgt. George M. Crumb

SFC Everett E. Eckerson

ATLANTA

SFC George S. Degraff

ALBUQUERQUE

SSgt. Roger K. Hattersley

SFC Herbert Hernandez

SSgt. Peter A. Chavez

SSgt. Daniel D. Munguia

SSgt. Edwin C. Hovis

SSgt. Rickie T. King

BALT/WASH

SFC Mary E. P. Foreman

SFC Frank Colon Jr.

SSgt. David M. Alston

SSgt. Roberta G. L. Thrash

BECKLEY

SFC Berger C. Naig Jr.

CHARLOTTE

SSgt. Nathaniel Owens

CHICAGO

SFC Conrado P. Alvarado

SFC Leymond L. Isaac

CINCINNATI

SSgt. Somsak Tach

SSgt. Russell A. Shaw

CLEVELAND

SSgt. Desiree D. Montague

SSgt. Teddy L. Wilbanks

SSgt. Keith L. Stone

SSgt. John M. Burton

SSgt. Bobby G. Davis

SSgt. Leonard Green

SFC George T. Berger

COLUMBIA

SSgt. Ronnie S. Willis

COLUMBUS

Sgt. Joseph A. Lewis

SSgt. John H. James

CONCORD

SFC Roland N. Belanger

DES MOINES

SSgt. Robert H. Shaw

DETROIT

SFC Rex V. Keese, Jr.

HARRISBURG

SFC George McCormick

SSgt. Robert Dupree

SSgt. Michael Childs

SSgt. William E. Fuhrman

HOUSTON

SSgt. Lauren E. Hall

SFC Linda G. Hamilton

SSgt. Betty S. Ross

KANSAS CITY

SSgt. Russell L. Anders

SSgt. Deborah L. Hayes

SFC Robert L. Heinert

SSgt. Michael C. Mehrwin

SSgt. Clarence E. Darby

SFC Janie B. Manning

LANSING

SSgt. William B. Dimond

SSgt. Glenn R. Lang

SSgt. Audry L. Martin

SSgt. Walter D. Jones

Sgt. Daniel L. Houghton

SSgt. Joel T. Vanslambrouck

SFC James L. Bacon

SFC John J. Pattee

SSgt. Terry L. Keller

SSgt. Michele A. Antoine

SFC Gary L. Rushing

SFC Thomas M. Newvine

LITTLE ROCK

SSgt. Rodney K. Boice

SFC Michael S. Ritter

SSgt. Jerald R. Creamer

LOS ANGELES

SFC Bobby E. Washington

LOUISVILLE

SFC David R. Fergie

SFC Earl W. Mike

MILWAUKEE

Sgt. Keith R. Southern

SFC John J. Aulwes, Jr.

MONTGOMERY

SSgt. Junior Hill

NEWBURGH

Sgt. Meredith L. Waddy

SSgt. Daniel W. Croker

SSgt. Michael V. Quinn

NEW HAVEN

SFC Edward S. Orlowski

OKLAHOMA CITY

SFC Robert E. Flyer

OMAHA

SSgt. Robert E. McMurray

PEORIA

SSgt. Gary S. Grenier

SSgt. John W. Javurek

PHILADELPHIA

SFC Felix Sanchez-Martinez

PHOENIX

SFC Keith M. Clevenger

RICHMOND

SSgt. Scott R. Martin

SACRAMENTO

Sgt. Michael L. Rupe

SAN ANTONIO

SFC James A. Sutton, Jr.

SAN FRANCISCO

SFC Noel G. Muscle

SSgt. Teodoro San Luis

SSgt. Rosemarie Yeary

SANTA ANA

SFC Michael E. Mitts

SSgt. Aurthur C. Thomas

SSgt. James D. Jiles

SSgt. Laren D. Gundlach

SSgt. Ford V. Gentry Jr.

SEATTLE

SSgt. Christine R. S. Israel

SSgt. Gretchen L. McGraw

SFC Richard A. Koop

SSgt. Gregory A. Amy

ST. LOUIS

SSgt. Eddie H. Wyatt

Sgt. Stephen G. Crawford

SSgt. J. L. Wooten



Breakfast at 0-dark-thirty, Cleveland style

On a recent brisk, wintry morning, a unique COI function took place within the Cleveland recruiting battalion. Faculty members of Valley Forge high school in Parma, Ohio, were treated to a breakfast served by recruiters of the Parma recruiting stations. And following the breakfast, everybody joined in a brief discussion on the benefits awaiting young people who join the Army.

This function was the "baby" of SFC Wayne D. Poss, commander of the Parma station. He had wanted to speak with all the teachers of the high school at one time, but conflicting class schedules kept him from doing that. The solution was the concept of an early morning COI breakfast. The meal was planned to take place before classes began.

The idea was enthusiastically endorsed by the advertising and sales promotion department. The food was purchased by the Army, prepared by the Valley Forge home economics teachers, and served by Poss and SSgt. Larry Davis, also of the Parma station.

The breakfast began at 7:30 a.m. Wearing white aprons over their BDUs, Poss and Davis served 127 teachers a breakfast of scrambled eggs, sausage, French toast, and fruit salad.

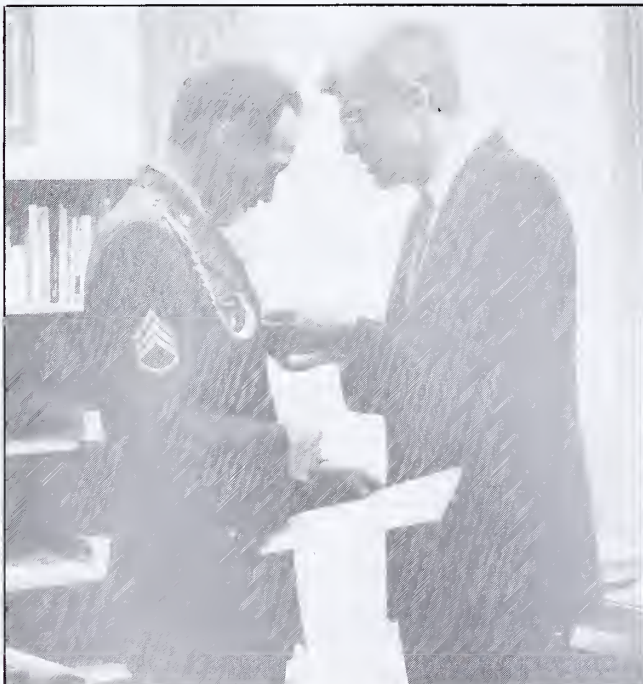
The COI function proved to be a resounding success. Poss noted that a number of teachers were astounded that the Army would put out so much effort in order to speak with them about Army opportunities.



SFC Wayne D. Poss and SSgt. L. Davis serve 0730 breakfast to 127 Parma, Ohio teachers.

As a result of the breakfast, recruiters were invited to talk directly to high school students during various classes. "We were really thrilled to see the response this event created," Poss said. "This COI function proved to be a great inroad into the high school."

Story by Perry E. Edelbergs and photos by Dan Lewis, Cleveland Recruiting Battalion



German Consul General, Dr. Peter Symphier pins the German Medal of Honor on SSgt. Bill Fassinger.

Recruiter receives German Medal of Honor

SSgt. Bill Fassinger, commander of the Kingston, N.Y. recruiting station, has been awarded the German Medal of Honor by the West German government for work he did while stationed in that country. The presentation of the medal was made at a champagne reception in his honor at the German Consulate in New York.

Fassinger, while assigned to the VII Corps in Germany, worked with German Army Capt. Lars Wolfhagen in promoting the cross training of German and American soldiers on each other's weaponry.

"This activity was known as *Project Partnership*," says Fassinger, "and it was an important part of everyday training. The need for NATO partners to learn how to live, function and fight together on the battlefield is of first priority. I feel that the small part I contributed to *Project Partnership* at least laid the groundwork for future *Partnership* activities."

The ceremony and champagne reception in his honor was attended by consulate officials, by SGM Kenneth Bell of the Albany battalion, and Capt. Leigh Creighton, commander of the Albany recruiting company, and by his wife Tina.

Judy Poland, Albany Recruiting Battalion

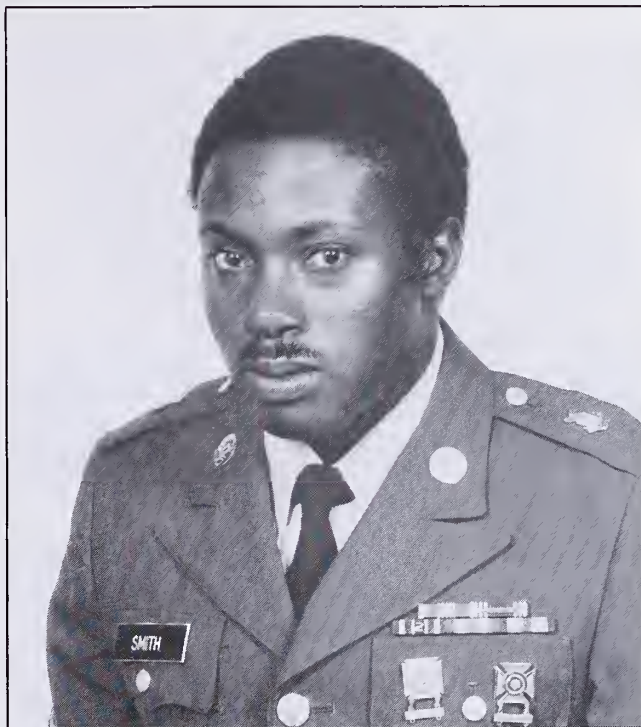
Applicant sends a poetic "thank you"

No one ever promised SSgt. Arnold Smith (right) that recruiting was predictable. Some days, you can't seem to please anyone. Other times, your work inspires others to praise you in rather unusual ways.

The Richmond battalion field recruiter assigned to the Staunton recruiting station found out the latter was certainly true when he received one of his recruit's expression of appreciation for his efforts in the form of a poem.

Smith, who has been assigned to recruiting for less than a year, enlisted Sue Ingram, a senior at Bath County High School, as one of his first contracts. Ingram signed up for 91G, Behavior Specialist, and decided to send her thanks to Smith in the following way:

*The day I first saw you, you put me on the spot
What you represented, at the time I wanted not
Then one day you called me and we began to chat
Talking about my options, you showed me where it's at
I took my time deciding, but you persisted still
Kneading at my brain, slowly bending my will
Then one day I called you, asking to enlist
You were pleased that I took the chance I wouldn't have missed
So we filled out all the papers, you sent them all away
Even drove me down to Richmond, to pave my future's way
There I took my physical, somehow passed all the tests
Met and made some new friends before heading 'back out west'
I got my 'doctor' papers signed, and off we were again
This time I didn't quite mind getting up at three a.m.
Back to the MEPS it was to finish processing me
I signed my contract, took my oath; and now I'm in the Army!
So in seven months I leave and it's off to basic at last
They say the training is hard, but the time there passes fast
Some say that I am stupid, but the decisions I make are mine*



*I don't regret what I've done or how I'll spend my time
I'm grateful for your guidance and help in my decision
That was just another example of the Army's smooth precision.*

THANK YOU!!!!!!

Sue Ingram

Carolyn Fleischer, Richmond Recruiting Battalion

Recruiters active in HS fitness training

"Big Red" now means Athol high school to 18 soldiers of A Company, 39th Combat Engineer Battalion, Fort Devens, Mass.

Red is the school color, and it was at Athol high school that these combat engineers assisted students and teachers in conducting the President's Physical Fitness Test.

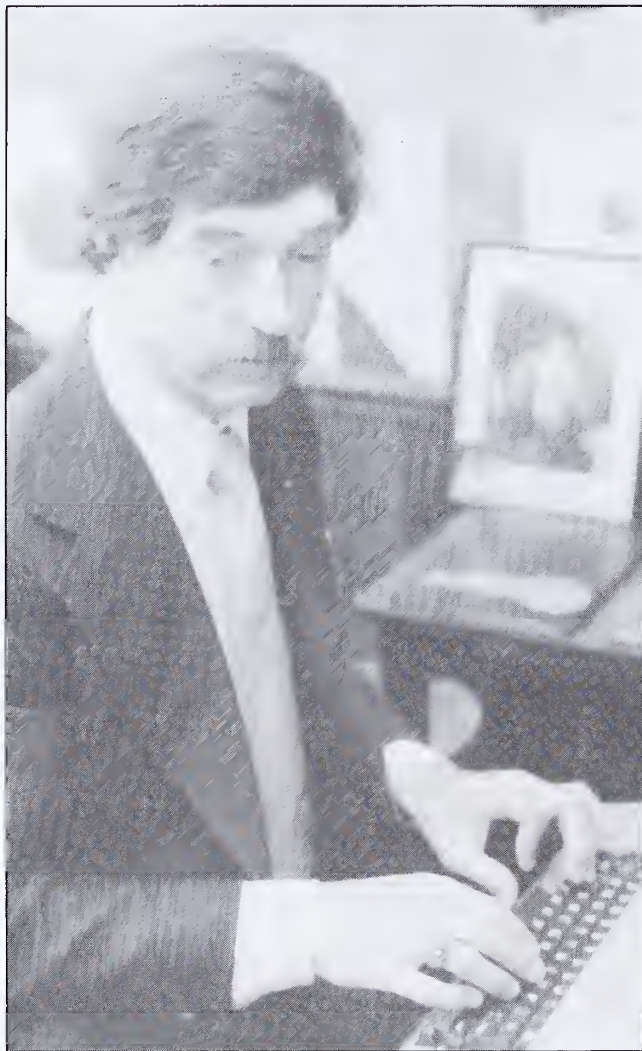
According to SFC Tim Drake, Boston battalion recruiter, the test normally takes two to three weeks of school time. With the support of combat engineers through the battalion's TAIR program, all 550 students were tested in one "Physical Awareness Day."

The results were called outstanding. "There's no way it could have been pulled off without the help of the Army," said Drake. Events included the 600-yard run, 50-yard dash, pull ups (boys) and bent arm hang (girls), shuttle run, situps, and standing broad jump.

Athol high school has a military advisory panel which provides students with information on career options in the armed forces. Athletic Director Winston McDonald pointed out that "not all the branches of the armed services give as good a recruiting presentation in the school as the Army does. I'm a strong believer in the military. It has a lot of options to offer."

At the day's end, the combat engineers from Fort Devens were presented with Athol High School Big Red T-shirts as a token of appreciation for their efforts. In the words of Principal Richard Smith, "This is my 30th year as an educator, and this activity certainly ranks as one of the highlights in my educational career. My thanks, in part, to the U.S. Army!"

R. L. Lane, Boston Recruiting Battalion



Son welcomed into the “family business”

What do you do when you need to make mission? If you're Boston's Lt. Col. (promotable) Peter S. Hoffmann, you simply enlist one of your own sons.

Richard Patrick Hoffmann, an 18-year-old high school graduate, helped out his father in his work by signing up for military policeman training and a tour of Europe.

The elder Hoffman is quite naturally pleased with his son's decision. “He has always been interested in police work.” According to Dad, Richard has been attending criminology courses at nearby Quincy Junior College, as well as working part-time. “The Army offered the training opportunity and experience he wants. He feels it is a good place to start, especially with the new G.I. Bill. We're both very enthused about it.”

Once a recruiter, always a recruiter

When James Misialek retired from the Army in 1982, he had spent more than 12 years in recruiting. He breathed a sigh of relief because he was through with the pressure of recruiting, and he found himself a no-pressure job as a motel manager in a resort area of Montana.

His life was now filled with happiness — right? Wrong!

Misialek decided after a few months that “the job was a little quiet for me.” In other words, he hated it.

What did he do? He applied for a job as a civilian recruiting specialist in the Kansas City recruiting battalion. In June 1985, he was accepted back into the Command with open arms. His wealth of experience didn't hurt a bit. At the time of this writing, Misialek had helped more than 30 people enter the Army Reserve.

Carrying on the job he started way back in the beginning, Misialek is doing what comes naturally — putting people in the Army. Or in this case, into the Army Reserve.

Misialek was first assigned to recruiting duty in January 1969 at the Los Angeles recruiting main station. “At the time I applied for recruiting duty, I had been working in a joint processing unit for three years, and felt sure that I could recruit,” he said.

And recruit he did. Over the 13 years, recruiting in California, Minnesota, and Hawaii, Misialek brought more than 1,000 young people into the Army.

Among that number, Misialek recruited both his son, Steven, and step-son, Christopher Cain. Later, he was instrumental in the enlistment of his other son, Scott.

“Since I like helping young people attain their goals in life by serving in the Army, it made sense for my children to enlist as well,” he said.

So, James Misialek just keeps on recruiting. He says he's happy to be back with the Recruiting Command, “My only regret is that I can't get a second recruiter ring.”

Elmer Tate, Kansas City Recruiting Battalion

Hoffman warned Richard not to join “just to please me.” He said he told his son to join only if it “seems like the right thing to do.” As a parent, the colonel was reluctant to push the program because he was afraid his son would join because “that's what Dad wants.”

When Richard leaves for basic training this August, he'll become the third son in his family to choose the Army as a career. His older brother, Stephen, is presently attending the U.S. Military Academy Prep School at Fort Monmouth, N.J. He previously served as an air traffic controller. Other brother, Michael, is a sophomore at The Citadel military school in South Carolina.

Boston's commander is quite naturally pleased with all of his sons. “Not bad,” as he put it. “I have more than a little reason to be proud.”

R. L. Lane, Boston Recruiting Battalion

Gen. Wolfe awards recruiter ring to civilian specialist in Albany battalion

In picture at right Don Weichold, nurse recruiter in the Albany battalion, is being applauded by BG Rodney Wolfe, deputy commanding general, USAREC.

Weichold, retired from the Army, is now a civilian recruiting specialist. His supervisor, SFC Andy Hudak, reflects the feeling in the battalion when he says, "He's a helluva guy."

Judy Poland, Albany Recruiting Battalion



Sioux City recruiting is a Flanders affair

SFC Robert Flanders and his wife Alice have raised eight children during their 30 years of marriage. The four boys are all in the Army or the Army Reserve. And so far, his children have blessed him and his wife with 22 grandchildren.

It's son Matt who has realized a very special career achievement. SSgt. Matt Flanders has joined Dad as a Reserve recruiter in the very same Sioux City recruiting station.

They are father and son. They are competitors. And yet, they are a team.

Asked if there's rivalry between the two, Matt said, "Absolutely not. We look out for each other. We recruit as a team."

Matt has found that the name Flanders is very well respected in recruiting circles in Sioux City. People in this area have known my father for a long time and they think highly of him. Fortunately, this gives me acceptance in the community.

"I do everything I can to maintain this reputation so that people will continue to trust the Flanders name and word," Matt says. "That's no big problem for me, though. I'm like my father. I believe in what I'm selling, and I like working with people."

SFC Robert Flanders (the father in this father/son recruiting) enjoys working with his son. "It's very rewarding. It shows that two people in the same family can work out of the same office, be professional, and work well together."

Bob Flanders says that he and his son Matt go together on many appointments. First, Dad does the talking, and then son Matt takes over. Usually the prospect is closer to Matt's age, and that makes the prospect more comfortable.

Dad says he is finding that using his son as proof of the potential of a Reserve enlistment is very helpful. When he tells and shows other parents what his son has accomplished in the Reserve, the parents become very supportive. People relate when Dad uses his own son as proof of success.

As far as putting people in the Army, Matt is off to a successful start. He has yet to miss making mission.

One last note about the Flanders "family team." SFC Bob Flanders, his wife Alice, Matt, and another Flanders son, Mike, have been playing country and western music together in a family band for the past 15 years.

Bob Wrolstad, Omaha Recruiting Battalion





FORT SILL

With more than a century of service to our country, Fort Sill has trained our nation's finest field artillerymen since 1911. It is widely recognized as the "Artillery University of the Free World."

As a result of overall contributions to today's Army, in 1985 Fort Sill was selected as the first winner of the Commander-in-Chief's award for installation excellence.

The Field Artillery School is the Army's leading educational organization for training field artillerymen worldwide. Through a curriculum offering 67 resident courses plus extensive training programs, the school trains more than 30,000 students annually. Combat situations are used to test each student's ability under live-fire conditions.

The school offers training for officers and senior enlisted personnel, and provides new soldiers with basic and advanced training in field artillery-related military occupational skills. In addition, Fort Sill is one of only three Army posts that has basic training for the warrant officer program.

Another major command located at Fort Sill is the III Corps Artillery. It is the largest, most diverse field artillery organization in the Army. It upholds combat

readiness, supports the Field Artillery School and assists in testing new artillery equipment.

The Field Artillery Board, also located at Fort Sill, is the oldest test agency in the Army. It plans, conducts and reports on the service testing of new field artillery items. The board has had testing experience with all types of military equipment from "mules to missiles" in its history.

Fort Sill is one of the few training centers to employ the "one station unit training" concept. This concept combines basic combat training and advanced individual training into one course. Soldiers assigned to one of these units start and finish their basic and advanced individual training together.

Three years ago, the first COHORT unit was formed at Fort Sill. COHORT takes the OSUT concept one step further. Troops take their OSUT training together. Upon completing training, they join forces with other, more senior, enlisted personnel and officers to form a unit that will stay together throughout the duration of their military careers.

Located in southwest Oklahoma, Fort Sill neighbors Lawton, Oklahoma's third largest city. Spread across 147 miles, the post is located 90 miles southwest of

Oklahoma City, 200 miles northwest of Dallas, and 105 miles north of Wichita Falls, Texas.

Fort Sill offers much more than just excellent training for an individual stationed there.

For the history buff, it has one of the largest museums in the Army. The museum cannon walk features dozens of vintage artillery pieces in an outdoor setting.

Geronimo, one of the greatest Apache leaders, and Quanah Parker, a Comanche chief, are buried at Fort Sill.

The movie lover has a choice of three theaters on post and many off-post theaters for a wide variety of cinema enjoyment.

For those who enjoy live performances, the Cabaret Supper Theater is an ideal spot for nighttime entertainment.

Fort Sill has one of the best horse riding clubs in the United States. Rucker Park, built for Olympic training in 1932, is the setting of three big horse shows a year.

Fort Sill is truly a recreational post. Surrounded by mountains and located a few miles from Lakes Lawtonka and Ellsworth, it is ideal for the adventurer. The post offers excellent opportunities for hunting, fishing, camping and other outdoor family activities. □



Diagnostic Test

April 1986

Inquiries regarding the Diagnostic Test questions and answers may be addressed to USAREC Training and Standards Directorate. Phone: Auto-von 459-5440. Or commercial (312) 926-5440.

1. What is the average number of recruiter generated leads that must be made per week?
 - a. Five
 - b. Seven
 - c. Ten
 - d. None of the above
2. Army Nurse Corps recruiters are required to make a minimum of _____ appointments per month?
 - a. Twenty
 - b. Thirty
 - c. Twelve
 - d. None of the above
3. What is the most cost effective means of generating interest in Army programs?
 - a. DEP/DPT referrals
 - b. Area canvassing
 - c. Telephone prospecting
 - d. Any of the above
4. What is the maximum suspense time of initial contact for REACT cards?
 - a. 72 hours
 - b. As established by RS Commander
 - c. 24 hours
 - d. Immediately upon receipt of card
5. What provides information to the Army Nurse Recruiter on prospecting techniques?
 - a. USAREC Reg 350-3
 - b. USAREC Reg 350-4
 - c. USAREC Pam 601-8-1
 - d. USAREC Pam 601-10
6. As recruiters, we should rely heavily on guidance counselors, coaches, and school administrators to sell the Army.
 - a. True
 - b. False
7. What regulation governs the processing and disposal of REACT cards?
 - a. USAREC Reg 601-40
 - b. USAREC Reg 601-51
 - c. USAREC Reg 350-7
 - d. None of the above
8. Which of the following is not a basic eligibility criteria for the two-year enlistment option?
 - a. Applicant with or without prior service
 - b. Attain AFQT score of 50 or higher
 - c. Be a HSDG
 - d. Meet eligibility for MOS or CMF selected
9. Who has processing responsibility for a walk-in or call-in prospect?
 - a. The recruiter responsible for the zone in which the prospect lives
 - b. The recruiter who first talks to the prospect
 - c. Station commander makes the decision
 - d. All of the above
10. Walk-in or call-in prospects that have not been previously contacted will be counted as recruiter generated leads.
 - a. True
 - b. False
11. What is the established February contact milestones for LRL male graduates?
 - a. 50%
 - b. 55%
 - c. 60%
 - d. 65%
12. What is the established February milestone for the construction of high school junior class lists?
 - a. 25%
 - b. 30%
 - c. 35%
 - d. 40%
13. Which is the higher priority of LRL contact?
 - a. 1-U-3A
 - b. 1-M-3A
 - c. 1-W-3A
 - d. 1-C-3A
14. All appointments scheduled more than 72 hours after initial contact will be reconfirmed _____ hours prior to the appointment date.
 - a. 24
 - b. 36
 - c. 48
 - d. 72
15. To increase the probability of contact with ASVAB test category I-III A students, recruiters should attempt to prospect in their high schools for students taking the following courses.
 - a. Chemistry and biology
 - b. Geometry and trigonometry
 - c. Calculus and engineering
 - d. All of the above
16. The volume of prospecting and processing accomplished in a given RSW will be recorded on USAREC Fm 635 at the close of each RSM.
 - a. True
 - b. False
17. When prospecting, you should direct your prospecting efforts toward mission box accomplishment and work the entire assigned market.
 - a. True
 - b. False
18. Your prospecting activities can be accomplished in any recruiter zone/market.
 - a. True
 - b. False
19. What is the length of guaranteed stabilization for a two-year enlistment?
 - a. 12 months *
 - b. 18 months
 - c. 24 months
 - d. Stabilization is not guaranteed
20. What is the maximum amount of money available for education under the GI Bill plus ACF on a two-year enlistment?
 - a. \$17,000
 - b. \$8,000
 - c. \$12,000
 - d. None of the above



Training Tips

Inquiries regarding Training Tips may be addressed to USAREC, Recruiting Operations-Training ATTN: Cpt. Leonard N. Marino, or phone AUTO-VON 459-2772, COMMERCIAL (312) 926-2772.

PROCESSING

Attention to detail is the key phrase in the enlistment process. Proper processing procedures exercised by you, the recruiter will ultimately determine the successful outcome of enlistment agreements. Providing your applicant with advice and assistance during the processing cycle enables you to maintain rapport with the prospect and indirectly with the community.

During all phases of processing, pay particular attention to qualifications and documentation of your enlistment paperwork. Attention to detail will not only preclude erroneous and fraudulent enlistments, but it'll probably save you a rejected packet (we all know how much that contract during the last week or day of the RSM means.)

Let's look at the basic steps of the processing cycle and review procedures.

TESTING:

Once a prospect agrees to proceed beyond the interview, it is your responsibility to coordinate each and every move taken. Attention to detail is what the red carpet treatment is all about. First, arrange for transportation to and from the MET site and be sure that the MEPCOM Form 714A is properly filled out and signed. Also remember that the prospect must have valid verification of his or her Social Security Number to show testing personnel.

Once your prospect has tested and you receive the results, record the AFQT and aptitude scores on your Prospect Data Record (PDR) and, of course, notify your prospect of the results.

In the event he or she fails to satisfy the mental testing eligibility requirements, make a recommendation to your station commander whether to terminate processing or retest. Tactfully inform the prospect of the outcome of the test and what further action is necessary. Keep in mind that you are dealing with an

individual (a member of the community and a peer of your prime market) who, ostensibly, wants to enlist in the Army. If they are found to be ineligible, they can still be helpful to you — maintain your rapport and ask for referrals.

PACKET PREPARATION:

When your prospect has successfully passed the test and agrees to continue processing for enlistment, an enlistment packet is prepared. The prospect now becomes an applicant for enlistment.

The packet is given to your station commander for review and submission to the guidance counselor quality control section. When approved, a date for physical processing can be set and recorded on your PDR and the processing list.

Ensure proper handling of your applicant. Handle this stage of processing very carefully. An improperly prepared packet (or a missing document) can cause unwarranted delay which slows down your mission accomplishment. One key point that has caused more than one recruiter to fail to make box may happen here. Don't get so wrapped up in processing your applicant that you fail to keep prospecting. *That* will cause you to fail next month. Ensure processing runs smoothly. Don't lose rapport and credibility by overlooking something during packet preparation. You'll receive a black eye if your applicant wastes a day at MEPS because you forgot something. Check your documents and ensure all are included and valid. Review the completed packet with the applicant to ensure that it is correct.

PHYSICAL EXAMINATION:

Screen your applicants properly. Brief them on the physical process so that they will understand what to expect and also what is expected of them during MEPS processing.

Ensure that all necessary medical documents accompany the applicant to the physical. How about glasses? This will

help eliminate problems on the physical floor, or even worse, a disqualified and probably irate applicant.

Record the results of the physical on the individual's PDR and the station's processing list.

In the event an applicant should be disqualified, tact and courtesy are of utmost importance. If the disqualification is a temporary one, help the applicant solve the problem, or obtain proper medical documentation for enlistment. If the disqualification is permanent, then remember that you can still have a COI in the community if you maintain rapport and good will.

CONTRACTING:

The stage for contracting is now set. Your applicant is fully qualified, and prepared to enlist in the Army. With the packet submitted by you and all the proper documentation, the guidance counselor will now be able to sell the individual on a job, assignment or option and obtain the enlistment. Once the applicant contracts, he becomes a member of the Delayed Entry Program. The new DEP member is provided with copies of all enlistment documents and welcomed into the Army family.

Withing 72 hours after enlisting, the new DEP member should be briefed by the recruiter of credit at the recruiting station using the appropriate JOIN segments (i.e., "DEP," "Basic Training," etc). After viewing the JOIN segments the new DEP members should be knowledgeable about the guarantees that have been made and the responsibilities that have been incurred by becoming a member of the DEP.

This article, of course, is brief and simplified to conserve space, but the idea is to follow through with what you start, to do the job correctly, and to do it with concern for the applicant. Remember, that as a recruiter, courtesy, tact, and professionalism must be your watchwords. Good treatment can carry you a long way when seeking your mission goals. □

13M: MLRS Crewmember

Multiple Launch Rocket System



1st Lt. Hardon Hopper
Fort Sill, Okla.

Editor's note: *The following account was compiled from discussions with several recent graduates of Fort Sill's one station unit training for multiple launch rocket system crewmembers.*

Training with the field artillery's new multiple launch rocket system has been fantastic.

Everyone calls it a "soldier's system" because the Army designed it with the soldier in mind. In the short time I've been at Fort Sill, Okla., I've learned a great deal about high technology and had a great time to boot.

Throughout my training, the atmosphere has been fast-paced and exciting. I'm part of a new era in fire support, and I'm *happy* to be here.

Our job as rocketeers is to complement regular cannon artillery. Our normal targets are air defense and other artillery weapons. The main piece of equipment we use is called the armored vehicle mounted rocket launcher, or AVMLR, for short.

We use the AVMLR to shoot and scoot over the battlefield. I've had the AVMLR up to 50 miles an hour; that's really flying! Each AVMLR carries 12 rockets, and I can launch them all in less than one minute. Each rocket contains 644 bomblets that I can put on a target 18 miles away. Because the MLRS has such tremendous range, accuracy, and firepower, it can play a big role in winning on the battlefield.

All of my training has been at Fort Sill. My unit of 40 soldiers has been together since the first day of basic training. We're part of the Army's cohesion, operational readiness, and training program. We call it COHORT, and it means members of my unit will stay together through our first assignment.

Our group has really gotten close. When we finished basic training, we moved on to advanced individual training — or AIT. There we learned our MLRS crewman skills. Finishing AIT was a



great day. We were all so proud to be known as "13 Mikes", which stands for the Army's military occupational specialty designation for MLRS crewmembers: 13M. Not only that, but because I enlisted for four years, I earned a bonus of \$5,000! That'll be a nice down payment on a new car I've had my eye on.

After AIT, we formed into a brand new MLRS battery. Our officers and non-commissioned officers joined us to undergo collective training as a unit. During this phase, we're putting together all the individual skills we've learned. Already we're starting to function like a real team!

After collective training is over, we'll become a full-fledged battery and we'll go to West Germany for our permanent assignment. Other batteries from Fort Sill will be assigned to South Korea or to

a stateside post.

As I look back on my time in the Army, I'm pleased. I've had a tremendous variety of experiences while working with the MLRS. Operating computers, maintaining sophisticated machinery, conducting tactical field operations, and marching in ceremonies have all been part of the job. I have a lot of confidence in my ability to perform many different tasks.

And I have made friends for life. My experiences with the MLRS have helped me to mature and become a more well-rounded person. I believe the past months have made me not only a better person but also a real professional. The MLRS is the forerunner of a new era in the field artillery, and I am looking forward to a career with great potential. □



13M: Multiple Launch Rocket System Crewmember

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